



FACULTY SENATE MINUTES

Meeting Date:	03/20/2023	Time:	14:45-16:30	Location:	Culp/Zoom	
Next Meeting:	04/03/2023				Scribe:	Ashley Sergiadis
Present:	Beatty, Kate; Blackhart, Ginni; Blackwell, Roger; Blevins, Emily; Boa, Jen; Bray, Sheree; Burns, Bracken; Byington, Randy; Chakraborty, Kanishka; Daniels, Jean; Desjardins, Matthew; Digavalli, Siva; Dowling-McClay, KariLynn; Easterday, Mary; Elangovan, Saravanan; Fisher, Stacey; Fiuza, Felipe; Foley, Virginia; Foreman, Robin Ann; Frye, Steph; Garris, Bill; Gentry, Retha; Greene, Amy; Hawthorne, Sean; Hemphill, Bill; Hendrix, Stephen; Herrmann, Andrew; Hounshell, Jonathan; Kim, Sookhyun; Kruppa, Michael; Landis, Ryan; Lyons, Reneé; Mackara, Fred; Mamudu, Hadii; McGarry, Theresa; Nivens, Ryan; O'Neil, Kason; Ramsey, Priscilla; Schroder, Laurie; Scott, Dane; Sergiadis, Ashley; Tai, Stevens, Alan; Chih-Che; Thigpen, Jim; Thompson, Beth Ann; Trogen, Paul; Uddin, Moin; Walden, Rachel; Waters, Susan; Weise, Constanze; Yampolsky, Lev; Youngberg, George; Zahner, Matthew					
Absent:	Ecay, Thomas; Funk, Bobby; Gray, Jeffrey; Harnois-Church, Patricia; Hauldren, Kacie					

Agenda Items

Meeting called to order

1. Celebrations

2. Introductions of Speakers & Guests

3. Announcements

4. Guest Speakers

5. Approval of Minutes

6. Action Items

7. Information Items

8. Old Business

9. New Business

10. Comments from Guests

11. Final Comments/Announcements from Senators

12. Adjourn

DISCUSSIONS

1. Celebrations

1.1 **Blackhart** had a wonderful trip to the International Convention for Psychological Science in Brussels.

1.2 **Hemphill's** dishwasher has been fixed.

2. Introductions of Speakers & Guests

- Karin Keith, Associate Provost for Faculty
- Jeremy Ross, Chief Operating Officer
- Karen King, Chief Information Officer
- Allan Foresman, Ombudsman
- Jeffery Blanton, Assistant Vice President

3. Announcements

3.1. **Blackhart** reminded Senators to complete their college elections for Faculty Senators by March 31st prior to officers being elected in April.



DISCUSSIONS

4. Guest Speakers

4.1 Jeremy Ross, Chief Operating Officer – Capital Plans and Campus Master Planning Process

Slides were not available for the minutes as some of the content is still being approved by the state.

- There are hundreds of millions of dollars associated with ETSU's current/future capital projects and maintenance including ~\$187 million for projects in design and ~\$100 million of capital disclosures (residence hall, parking garage). ETSU does not have all the funds for the capital disclosures. Capital disclosures are not funded by the state because they are revenue based (e.g., residence halls, parking garage).
- The **University Commons** continues to have improvements. The area of South Dossett Drive (cost: \$4 million; completion: Spring 2024; status: Schematic Design. Bids will be released shortly. Construction to begin Summer 2023) will make the space between Earnest House and Wilson Wallace more accessible. ETSU is considering features like outdoor classrooms, outdoor gym, swings, etc.
- **Lamb Hall** (cost: \$26.1 million) should be completed Spring 2023. The outdoor area around Lamb Hall and Hutcheson Hall should be completed May 2023.
- ETSU won an international award for the **Culp Center**.
- During COVID, we had single occupancy **residence halls** so our revenue decreased. The \$51 million renovation project was put on hold. ETSU's rates are low in comparison to competitors and the buildings have good bones. Ross showed an example of renovated pre-health students in Stone Hall (living learning communities) that ETSU hopes to replicate in other residence halls.
- Ross showed preliminary concepts for the **Academic Building** (cost: \$62.5 million; status: schematic phase). The concepts have not been approved by the state yet so designs may change. Similar to the Culp, they are looking to connect the outdoor to the indoor seamlessly. They have planned open places for meetings.
- For **Brown Hall** (cost: \$93.6 million), an architectural firm has been hired.
- ETSU currently has \$1-2 million of private funds to renovate the **baseball stadium** (cost: \$2-4 million; status: preliminary programming and concept drawing status). The baseball stadium was never completed. It currently has a gravel lot with no locker rooms, hitting area, practice area, coach areas, or places to go when there is lightning. Donors would like to see the stadium more in line with others.
- ETSU is reassessing where the **Integrated Health Services Building** will be located.

Yampolsky: Around Walnut Street/Downtown, there are many empty buildings. What are the plans for that area of the city near ETSU?

Ross: The city is investing significant dollars in roads, outdoor Wi-Fi infrastructure, planning requirements, and other infrastructure (e.g., parking garages). Private developers are coming into Johnson City frequently to look for housing, restaurants, and other developments.

Yampolsky: I would suggest a bicycle trail from campus to the Tweetsie Trail without being along the major roads.

Walden: We need a pub for the brewing and distilling students to supply and music students to play at. **Scott** liked this idea.

Weise: What we really miss is facilities nearby like cafes and pubs on State of Franklin across from ETSU that make it more a college experience.

Blackhart: To what extent does ETSU plan for its future needs? Once we finally get a new building, we actually have needed it for a long time.

Ross: Tennessee requires us to have a master plan every ten years as well as amendments to that plan. The plan has certain inclusion requirements. For example, ETSU has to specify seats within a room, utilization of spaces, new programs and their space needs, etc. To create the plan, we work with the registrar and other programs/units then try to align it with the State's goals. We work with everyone from consultants, architects, academics, etc. We have town halls as well as travel to college to college to start compiling information. In order for us to receive state funds, the planning needs to be focused on the needs of the state. We have more control over buildings like the residence halls because they are funded by ETSU.

Blackhart: You mentioned outdoor learning space. I'm teaching eco psychology and we talk about the benefits of being in nature for mental, physical, and social wellbeing. One of the struggles of having class outside is noise pollution (lawn mowers, blowers). We do have a beautiful campus but it is difficult to use it as a meeting or classroom space when there is so much noise pollution. What might be some solutions?



DISCUSSIONS

Ross: I agree with you. We have talked about noise pollution and are mitigating it when we can. We thought about this while planning our designs. For example, the outdoor classroom space in the University Commons is moved away from the road and built into the hill. Eventually moving from gas power to battery power machines will help.

Yampolsky: One source of noise pollution is vending machines.

McGarry: Leaf blowers are not just noise pollution, they're a huge source of air pollution. A colleague and I submitted a proposal to get them to buy electric ones or use rakes, but it was turned down.

Walden: There's probably no easy way to have a schedule up that faculty can check, like when an area is being mowed.

Lyons: I suggest sunrooms in academic buildings to create an "almost" outdoor instruction and scholarly activities (green plants, conservatories, etc.). **Thompson** supported this idea.

Weise: Are there any plans to renovate Rogers-Stout Hall?

Ross: Roger-Stout needs attention but there is not a project listed for Roger Stout. Part of the planning for the master plan is to evaluate those buildings and find ways to address immediate needs.

Elangovan: Cars seem to park semi-permanently on J. L. Seehorn, Jr. Rd. Do students living in the dorms have the option to park further away from campus so the students and faculty coming to campus can find more parking opportunities during the weekdays?

Ross: The parking department has data such as how many spaces are open or filled. We have not reached capacity. We are working in the master planning process to hire a consultant to address issues like whether we have parking in the right places and are they accessible. Right now, parking is wide open and simple (first come first served) but we could change that (tiered pricing for different lots). We've added parking over the last few years not reduced the total. We also changed the slopes to make the campus more accessible to walk.

O'Neil: Are there any plan to make updates to the mini-dome? The academic spaces and aesthetics are in need of updates and the building has a lot of potential for increased use.

Ross: We just completed a \$3.1 renovation of the mini dome for code corrections (sprinkler systems, new doors). It would be an expensive project to renovate it. After our current renovations are completed 3-5 years from now, we can start to look at spaces in the mini-dome and possibly organize them in a way to better utilize the space.

Trogen: Plans seem to eliminate parking spaces. Are we planning to go more online? If we are going online why spend so much to be on campus?

Ross: If you look at the data pre-covid to now, there is more activity online. Students are having hybrid experiences. For example, they are still using campus resources like Sherrod Library and the Culp but having some online courses. The online FTE is higher and the on-ground FTE is less but our residence halls are 100% occupied.

Unknown: How does this compare with our sister institutions? How is this campus rejuvenation expected to impact enrollment and applications?

Ross: Applications and freshman class are up so there are positive indicators. However, the variables in students going to college are mostly negative (demographic cliff, number of high school graduates, transfers from community colleges). Student experience is a key factor (where I work out, eat, gather). Compared to other LGIs, we are maintained better and have been number one the last three times for capital projects in the state.

4.2 Karen King, Chief Information Officer – Voyager Implementation

Slides are available at the end of the minutes. The majority of the content is available in the slides. Below is additional content and the question/answer portion of the presentation.

Karin King presented on ETSU's new Enterprise Resource Planning (ERP) system. The HR/Finance (ERP) system will be changed from Banner to Oracle (called Voyager on ETSU Campus). Banner was initially implemented during the mid-2000s. ETSU was on the TBR contract at the time and could not upgrade Banner because it had to remain consistent with the other Banner systems across the state. The plan is to implement Oracle out of the box with little customization, which will make it easier to use new features



DISCUSSIONS

released by Oracle quarterly. ITS is working on integrations (student banner, social media, mobile) with Oracle. When you login to Oracle for Finance, it will look more like a dashboard with lots of charts/reports. If you need a specific report, ITS can help customize one for you. With Oracle for HR, there will be role-based permissions (e.g., deans/business managers will have specific permissions). They are considering bi-monthly pay for everyone on campus for more efficient processes. Karin Keith, Lori Erikson, Christy Graham are the executive sponsors on the project team implementing Voyager. On March 22, they will be testing the system for about four weeks then they will move to validate the system. Oracle (Finance and HR) should go live January 2024. Oracle for HR will be ready for User Acceptance Testing (in which business administrators and others test the system) in October 2023. The Finance timeline is about month ahead of HR, which is expected.

Scott: Does this mean that ALL employees including monthly faculty will be going to a bimonthly paycheck or payroll?

King: Yes

Garris: In what way - if at all - will Voyager help us track and maintain connection with our alumni? This can sometimes be important for professional accreditations and other institutional needs (whether education led to employment or employment within their field of study).

King: We are currently implementing HR/Finance in Voyager, which will not help us connect with alumni. The student part will be the next part to tackle. The Advancement Office and the Alumni Office has already selected Ellucian Advance for their tool. We will need to integrate Voyager with Ellucian Advance to make sure that the needed pieces from advancement are on the general ledger.

Foley: Could Advancement have chosen a system that was part of Oracle?

King: No, Oracle does not have an advancement system. Advancement reviewed their choices and decided on Ellucian.

Walden: Will this speed up people getting travel reimbursements?

King: It should make it a more automated process. You should be able to photograph and upload your receipts right into the system while you travel.

Yampolsky: What about Goldlink? It is nice to have everything in the same portal.

King: Goldlink is a homegrown portal. We need to upgrade it. We may turn to Ellucian for the upgrades and integrate it with the student part of Ellucian Advance.

5. Approval of Minutes

Blackhart questioned whether there was an objection to approving the minutes from the 03/06/2023 meeting. **Sergiadis** noted that Senators McGarry and Dowling-McClay submitted corrections.

No Objection: Minutes Approved

6. Action Items

None.

7. Information Items

7.1 Faculty Senate Officer elections – Stevens, Sergiadis, Nivens

Blackhart, Stevens, Sergiadis, and Nivens provided an overview of the three Faculty Senate officer positions (President, Vice President, and Secretary) based on the duties listed in the [Faculty Senate By-Laws](#). Nominations will open beginning at the April 3 Faculty Senate meeting through April 17. On April 17, we will vote for the officer positions.

In addition to the statement in the by-laws, they noted a few more points about each position.

- The Academic Council meetings required of the Vice President are on Thursdays from 8:30-11:00 AM.
- The Secretary is responsible for other small tasks like creating the certificates for Senators



DISCUSSIONS

completing their term and hiring/training the Faculty Senate APS worker.

- Although the Treasurer/COO is often the Parliamentarian, the Treasurer/COO and Parliamentarian are separate positions. The Treasurer/COO currently works with Lisa Booher to schedule the building for meetings and Donna Miller to organize the Fall Retreat. Most of this work is done in April/May for the next year. You must remember to cancel reservations in time or Faculty Senate will be charged. The position also maintains the bank account and determine how to use excess funds at the end of the year. (Nivens noted that he still is not on the account and previous Senate members are still on the account.)
- All officers must attend the bi-weekly meetings with the Faculty Senate Executive Committee, monthly meetings with the President, monthly meetings with the Provost, and other service needs like participating in searches (deans, provost office positions, etc.).

7.2 Faculty Handbook Committee Update – Hendrix Postponed.

7.3 Reports from University Committees

University Research Committee – Andrew Herrmann

On March 27th from 3:00-4:00 in Nicks 455, Amazon Web Services is coming to campus. They are wanting to meet with the Social Sciences and Humanities faculty to talk about how we might be able to use their services related to archives, digitizing audio/video, field notes, ethnography, field research.

McGarry expressed concern that this may be similar to Adobe who pushed their product and raised the price when faculty was dependent on the software for their classes.

Quality Enhancement Sub-Committee of Academic Council

They are very involved with the QEP and will be meeting with the SACSCOC visit team.

7.4 Other Items of Discussion from the Floor

Dual Enrollment students – McGarry

McGarry asked if anyone heard back from colleges about dual enrollment students. Faculty in her department has noticed a decline in dual enrollment students' work. The *Johnson City Press* reported that the dual enrollment at ETSU went up 40% this year compared to last. While it is not a clear connection, it is a good reason to ask the question. When she talked to others in her college, one faculty member stated that the dual enrollment students have been fine but suggested putting them into smaller courses with maximum faculty time for recruitment purposes. If students are in a smaller section, faculty can have more discussions and interactive course content. They will get a better perspective of the coursework at ETSU rather than having a freshman/general education/high enrollment experience. Another faculty member suggested bringing Adria McLaughlin to speak. She is a sociologist who teaches at Northeast State who previously taught at ETSU and UT.

Nivens: The principal of University School wanted to know if his students have had any issues and the nature of those problems (behavioral issues, lack of knowledge). In past few years, we had students who come from a high school near Roan State Community College who completed an Associates of Science and Teaching Degree by the time they graduated high school. I have had 18-year-olds in a 4000-level course. So, the increase of dual enrollment students may not just be local.

Kim: Does ETSU allow students to take 3000 level? I heard only 1000 and 2000 level was allowed.

Foley: Tennessee is pushing dual enrollment in high schools both at the community college and university level. As far as concerns about the dual enrollment students you have in your classes right now, faculty at public schools in the area have the same concerns about students in their classes. It seems to be due to the impact of the pandemic and not being regularly in school.

Byington: In Southwest Virginia, they do not traditionally offer AP courses and rely on dual enrollment for high-performing students. The majority of students who are high-performing graduates have earned 29 hours of college credit. We might want to talk to folks from community colleges in Southwest Virginia



DISCUSSIONS

Mountain Empire, Virginia Highlands, and maybe UVA-Wise because they may be seeing a significant number of those students enrolling there.

Gentry: I received the following comment in an email but haven't been able to connect with the faculty member to discuss more. "Personally, I don't think our university does a good job in recruiting students. My experience in Hancock County is that it is not good at all."

McGarry: That's the sort of thing that makes me wonder why we're increasing dual enrollment. If they have a hard time with high school, why are they taking college classes? Why do I have students in my class telling me there's "a lot going on at home"? If that's the case, they shouldn't be taking on a harder load.

Burns: As a parent of two UH grads I will say dual enrollment really helped with my kids being able to transition to actual university learning

Blackhart: We don't have a lot of time left in the meeting. I think this is something that we can continue to discuss if warranted. We can continue to discuss this issue at our next Faculty Senate meeting. I want to encourage you to continue to gather feedback from your colleagues in your college.

8. Old Business
None.

9. New Business

10. Comments from Guests
None.

11. Final Comments/Announcements from Senators

11.1 Voting for the Faculty Trustee re-opened today and will close on 11:59 PM on Friday, March 31. The list of faculty eligible to vote is correct.

12. Adjourn

Motion to Adjourn:
Second:
Meeting Adjourned

Please notify Senator Ashley Sergiadis (sergiadis@etsu.edu, Faculty Senate Secretary, 2022-2023) of any changes or corrections to the minutes.

Note: Meeting minutes are not a word-for-word transcript. Statements and questions by Senators are edited and summarized for clarity.



EAST TENNESSEE STATE
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Enterprise Resource Planning

Faculty Senate

East Tennessee State University | March 2023

Enterprise Resource Planning (ERP)

**Project History
Funding
System Selection
Implementation**



Manage and integrate all business processes.

Processes integrated within a single system.

Planning, purchasing, inventory, sales, marketing, finance, human resources



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Enterprise Resource Planning

Project History

East Tennessee State University | November 2022

2019

- ERP Planning Proposal approved by President's Cabinet
- Vendor Demonstrations
- Record Feedback
- Oracle Presentations
- Workday Presentations
- UT State of ERP Systems
- Evaluation of Business Processes (third party)
- Additional Ellucian Training
- ITS Evaluation (third party)
- Discussions with CIOs

2020

- ITS Evaluation (third party)
- CIO Discussions
- EAB Consultation
- Leadership Feedback
- Summary of Actions and recommendations to President's Cabinet
- Approval to develop Business Case
- THEC/LGI/TBR/UT Discussions

2021

- Campus Communication
- ERP RFP Task Force Development
- Additional Vendor Demos
- RFP Requirements completed
- LGI President's Meeting
- Emergence of State Funding Possibility
- UT Announces RFP in September
- LGI Presidents discuss with TBR and UT
- Readiness Assessment Preparation
- UT Issues RFP
- Oracle and Workday Responded
- Ellucian Banner did not Respond
- UT Announces Intent to Award to Oracle

New ERP System to meet the following requirements:

- 1. Leverage industry best practices available in a modern cloud system**
 - 2. Deliver a system without customization**
 - 3. Improve business process and continuity**
 - 4. Improve employee engagement and hiring process**
 - 5. Leverage technical advancements and innovations of a cloud solution**
 - 6. Leverage real time data analytics**
 - 7. Utilize efficient mobile capabilities**
- 



EAST TENNESSEE STATE
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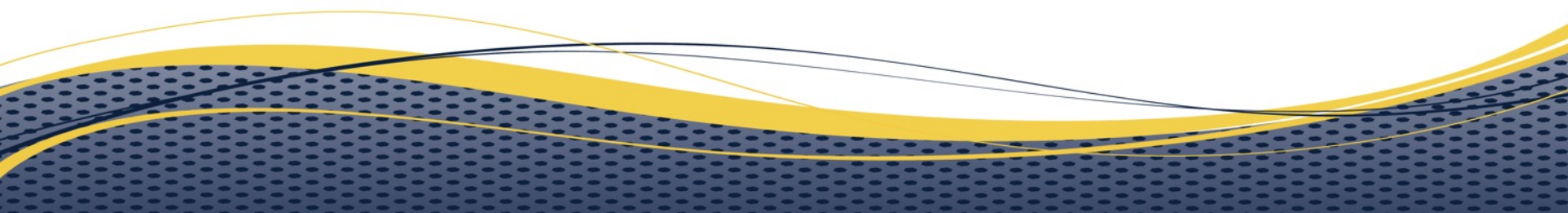
Enterprise Resource Planning

State Funding

East Tennessee State University | November 2022

Funding

The State appropriated \$170,000,000 in Fiscal Year 2022-23 to upgrade the Enterprise Resource Management (ERP) systems at the University of Tennessee System and the Locally Governed Institutions (LGI).

- The intent of this appropriation is to support institutions in the purchase of a common ERP vendor across the state.
 - Of this \$170,000,000, \$50,000,000 has been designated for the UT system purchase and implementation and \$20,000,000 to each LGI.
 - Funding will be held by Finance and Administration (F&A) and allocated to individual institutions as the systems are acquired and implemented. Any unallocated funds will remain in F&A until ready for disbursement.
- 



EAST TENNESSEE STATE
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Enterprise Resource Planning

System Selection

East Tennessee State University | November 2022



2022

- Regular Meetings for Executive Sponsors
- Task Force to develop an RFP for Deployment Partner
- RFP Issued in February
- Project Manager Search
- Oracle Meetings
- Oracle Fusion Platform purchased with Oracle Guided Learning, Premium Cloud Support, and Oracle Analytics
- Reviewed Oracle SOC 2 Report
- Meetings with Vanderbilt and Baylor
- State Funding Approved
- Campus Communication
- Oracle Contract Secured
- Highstreet Selected as Deployment Partner



Implementation

- Implementation of all components of ERP/HCM/EPM over 12 months
- Bridges – Integration, including 5 years full support post go live
- Extended Support Services (ECS) – Product support and maintenance 5 years



Product ERP, EPM and HCM Suite

- Complete Financials, Enterprise Performance Management and Human Capital Management, Finance and HCM Analytics
- Customer Success Program
- Oracle Learning Subscriptions
- Oracle Guided Learning (OGL)

End User Training

- Training Needs Assessment
- End User training materials development



Highstreet Clients



Oracle Clients



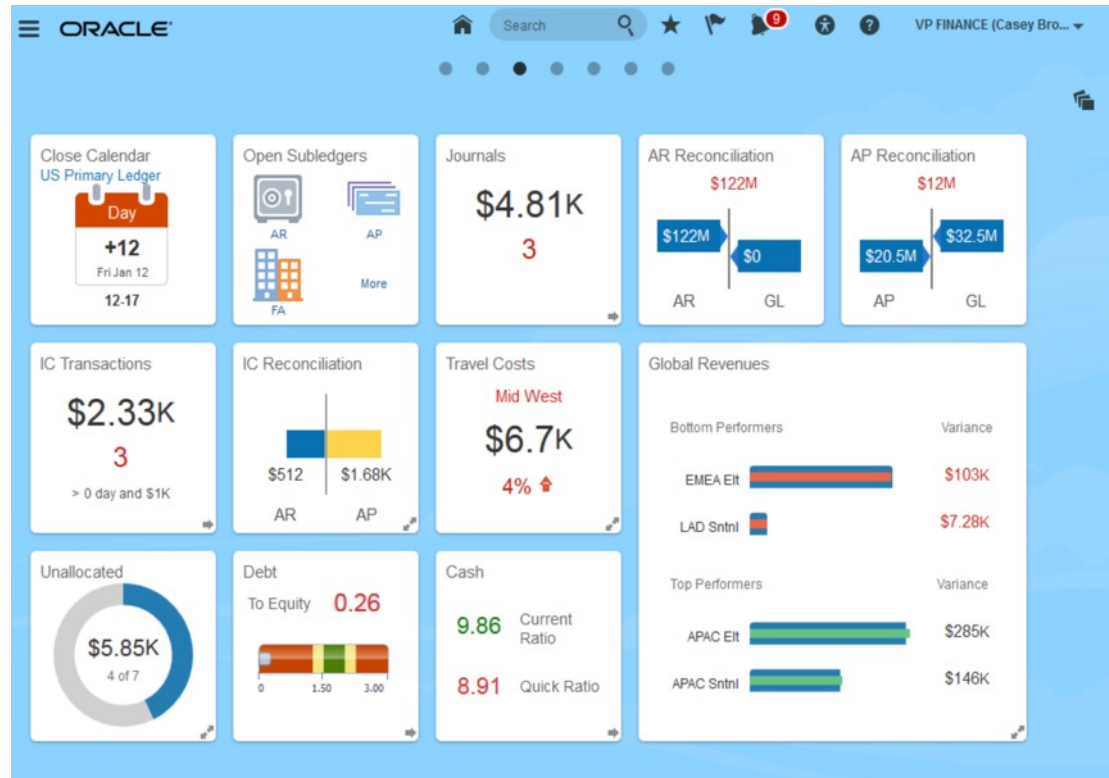
RUTGERS



RICE

Finance

- Monitors key financial areas
- Highlights financial information
- Maximize insight with visualizations
- Automatically connect data from different sources



vision

Vision US Financial Highlights

Financial KPIs

Page: 101-US 1 LE 1 BU 1

	Current Year 12-16	Prior Year 12-15	% Change
Revenues	1,435,313,583	282,625,755	407.8
Cost of Goods Sold	154,659,125	144,946,877	(6.7)
Gross Margin	1,280,654,458	137,678,878	830.2
Operating Expenses	104,586,758	97,203,149	(7.6)
Operating Profit/Loss	1,176,067,700	40,475,730	2,805.6
ROA	266.6%	10.2%	
ROE	88.9%	3.1%	

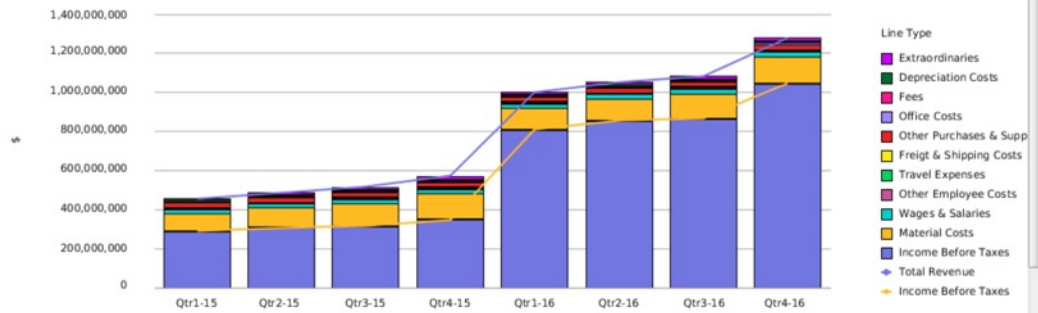
Expense Analysis

Page: 101-US 1 LE 1 BU 1

	12-16	% of Revenue	Prior Year	% of Revenue	%
▶ 60100-Wages and Salaries	32,300,432	2.3	30,327,094	10.7	
▶ 60200-Other Employee Benefits	4,900,881	-0.3	4,882,211	1.7	
▶ 60500-Travel Expenses	4,103,333	-0.3	4,025,003	1.4	
▶ 62000-Freight and Shipping	1,951,823	0.1	2,851,046	1.0	
▶ 63100-Other Purchases and Supplies	35,207,767	2.5	33,852,888	12.0	
▶ 64000-Office and Communication	6,667,936	-0.6	6,693,975	2.4	
▶ 65000-Fees	9,352,880	0.7	7,211,630	2.6	
▶ 68000-Depreciation and Amortisation Expense	8,101,706	0.6	7,359,302	2.6	
Operating Expenses	104,586,758	7.3	97,203,149	34.4	

- Easy to produce timely and accurate financial reports
- Tailored to user needs
- Access real-time information with self service and mobile solutions
- Configure to provide managers and analysts with tailored information to make key decisions

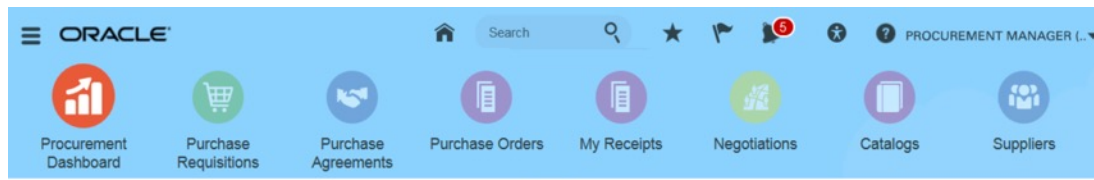
Export In Query-Ready Mode
Profit Trend by Cost Center



Procurement

- Fully integrated procurement suite
- Connected with user personalized and dynamic data





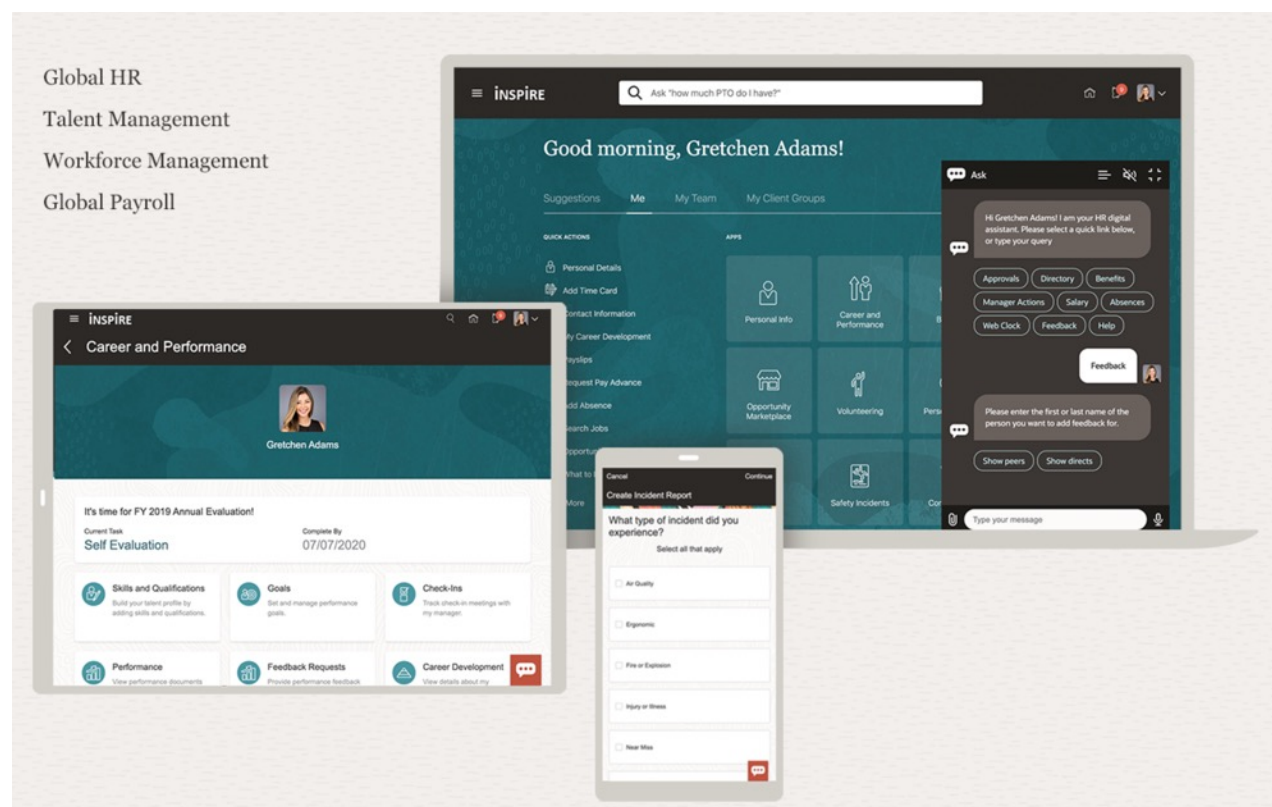
Procurement Dashboard



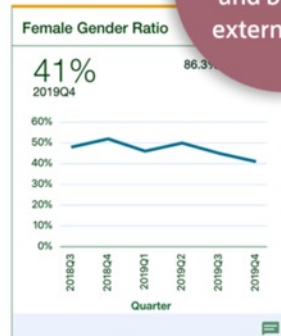
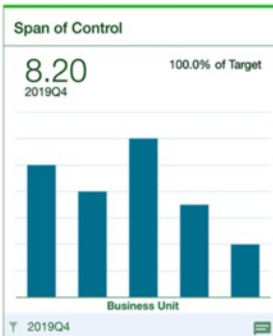
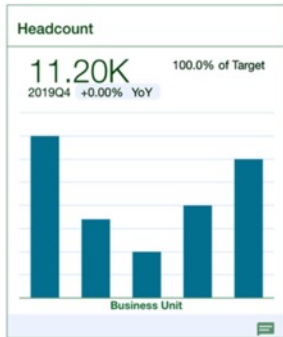
- Dashboards across multiple procurement functions such as invoicing, requisitions, and supplier management
- Generate reports with dynamic graphs and reports

Human Capital Management

- Native cloud solution for every HR process
- Flexibility and visibility across the organization
- Maintain business continuity
- Put the human experience first

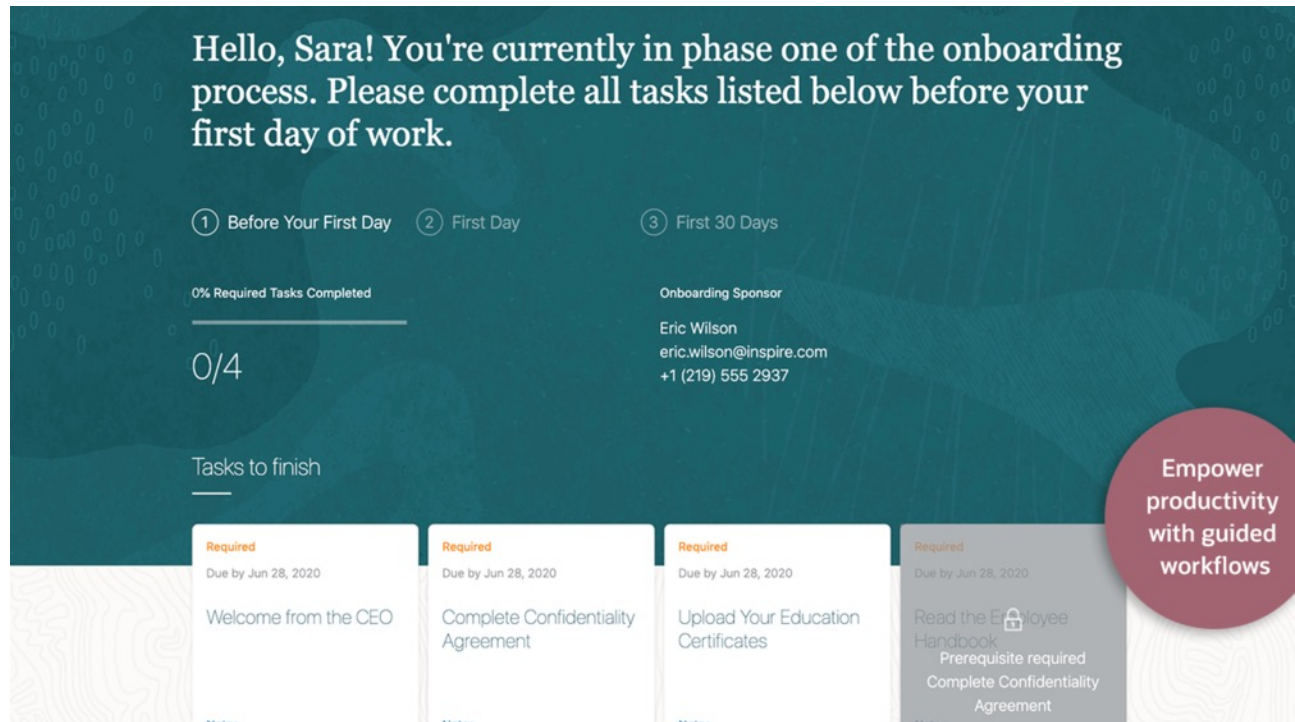


- Real time insight into people analytics and business KPIs
- Adapt quickly
- Support compliance



Collaborate across teams and bring in external data

- Personalized processes
- Onboarding to performance management
- Employee support and collaboration



Hello, Sara! You're currently in phase one of the onboarding process. Please complete all tasks listed below before your first day of work.

① Before Your First Day ② First Day ③ First 30 Days

0% Required Tasks Completed

0/4

Tasks to finish

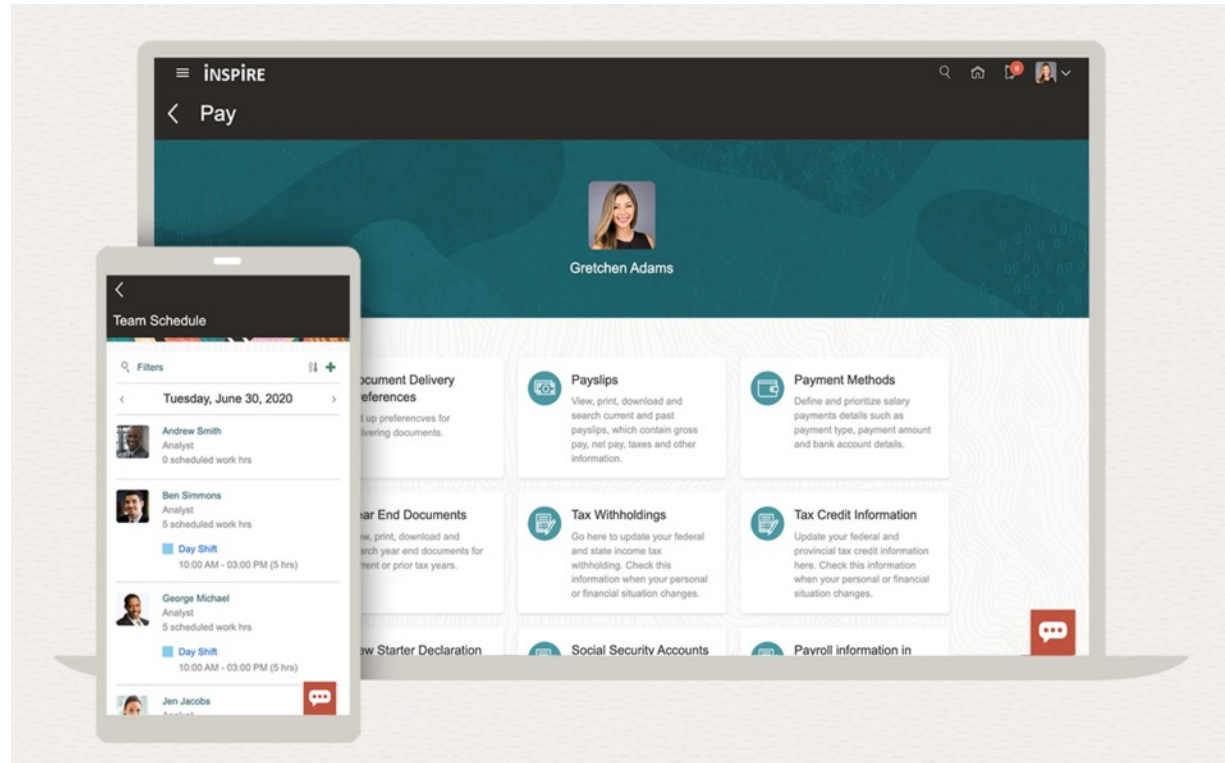
Onboarding Sponsor

Eric Wilson
eric.wilson@inspire.com
+1 (219) 555 2937

Required	Required	Required	Required
Due by Jun 28, 2020	Due by Jun 28, 2020	Due by Jun 28, 2020	Due by Jun 28, 2020
Welcome from the CEO	Complete Confidentiality Agreement	Upload Your Education Certificates	Read the Employee Handbook Prerequisite required Complete Confidentiality Agreement

Empower productivity with guided workflows

- Manage time and labor
- Manage payroll with no latency of data
- Leverage rules that determine proper calculations



- Agile teams
- Directory, org charts, and profiles
- Build relationships

The screenshot displays the INSPIRE mobile application interface. At the top, the header shows a hamburger menu icon and the word "INSPIRE". Below the header, there is a search icon and a back arrow. The main content is split into two columns. The left column features a profile card for Stephanie Matsushima, a Marketing Manager. Her profile includes a photo, her name, title, work phone number (+1(202)123-2234), email address (stephanie.matsushima@inspire.com), and office location (Office 2-201, Inspire Campus, 123). The right column is titled "Organization" and shows a "Leadership Chain" with the following structure: Board of Directors > Leisley Muskafa > Morris Van Bethovan > Ling Zhang > Fnu Sivaramakrishnan > Leah Williamson > Rory Johnson > **Stephanie Matsushima**. Below this, a yellow box highlights "Reports" for Stephanie, showing "6 Directs, 6 Total". Underneath, it lists her "Manager" as Rory Johnson, Senior Group Regional Director, and another manager, Alexander Park, Senior Marketing Manager, Resource Manager.



EAST TENNESSEE STATE
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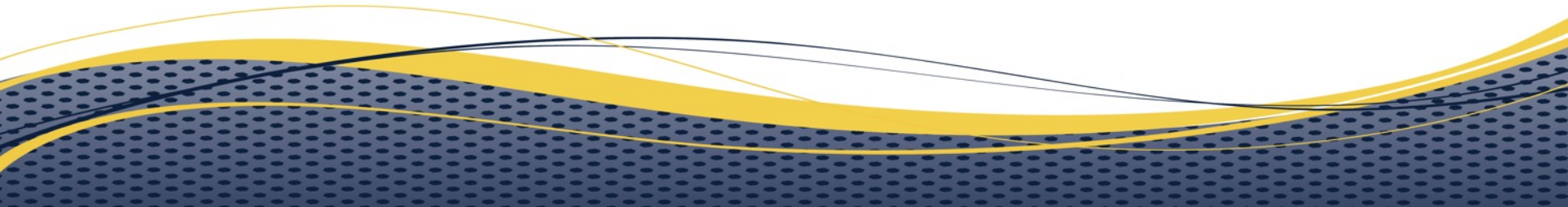
Enterprise Resource Planning

Implementation

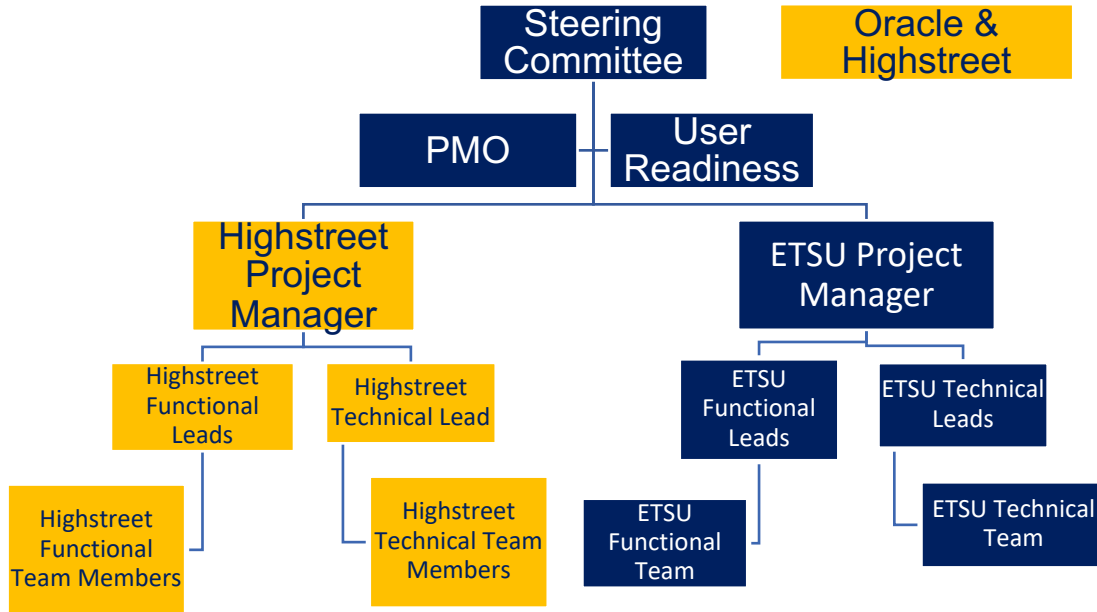
East Tennessee State University | November 2022

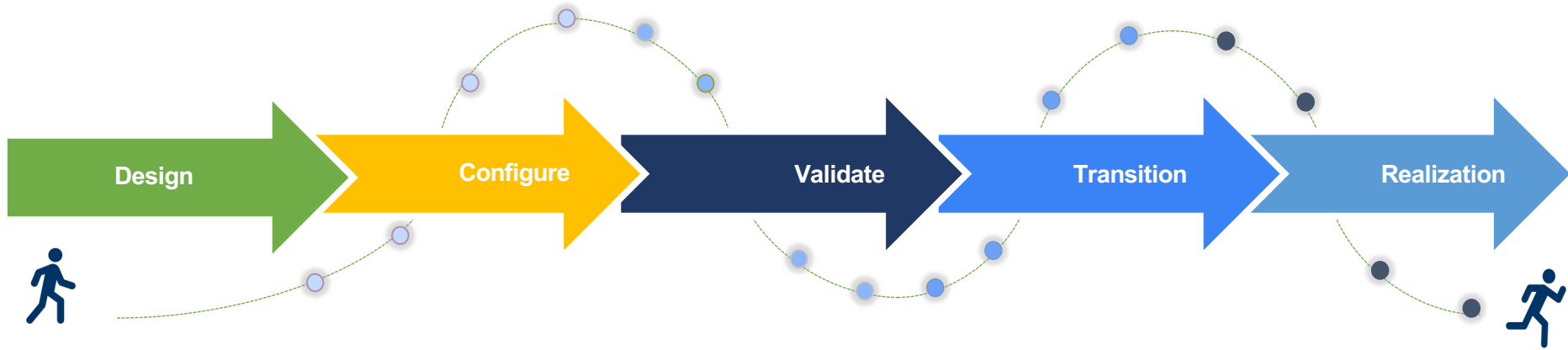
V·Y·A·G·E·R

CHARTING OUR COURSE



Project Team Organization Chart





- Learn Cloud best practices
- Vision the future
- Provide business requirements
- Be the voice of your area of expertise

- Participate in data gathering, conversion
- Get in the system
- Configuration decisions
- Be an agent of change

- Model future business processes
- Learn
- Customize our templated test scripts with your specific testing scenarios
- Help identify change network participants

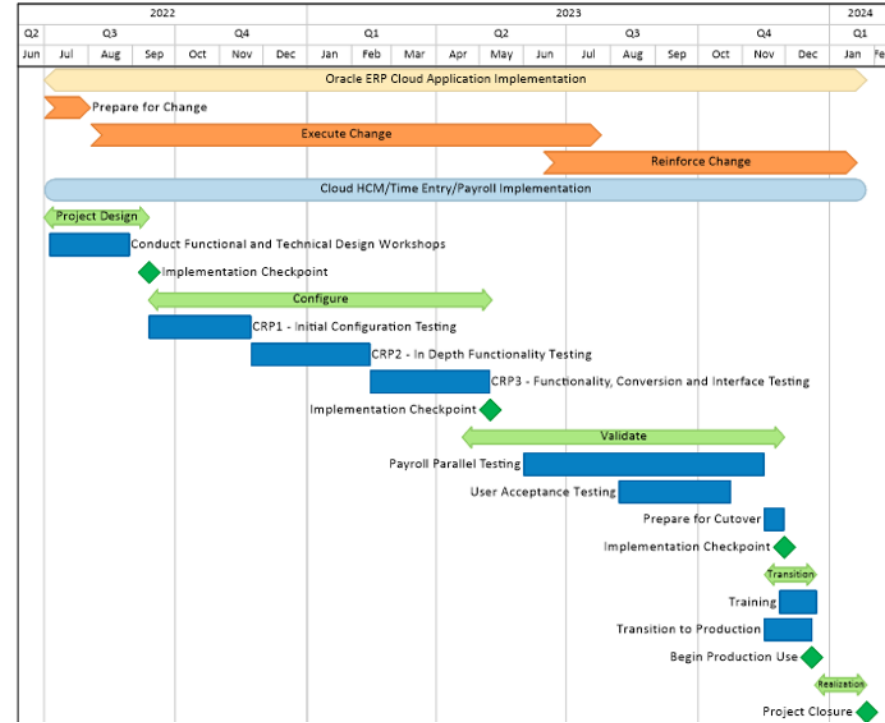
- User Acceptance Testing
- Verify production and operational readiness
- Go-live with cloud & best practices
- Begin production use

- Own, maintain & support the Oracle Cloud Application
- Confirm project achievement
- Support & ECS
- Manage transition to steady-state operations
- Ensure user adoption

HCM Timeline

- Start – July 2022
- CRP1 – December 2022
- CRP1.5 – January 2023
- CRP2 – March/April 2023
- CRP3 – July/August 2023
- UAT – Oct 2023
- Parallel Payroll – Aug/Sept/Oct 2023
- Go Live – January 2024
- Post-Prod Support–January 2024

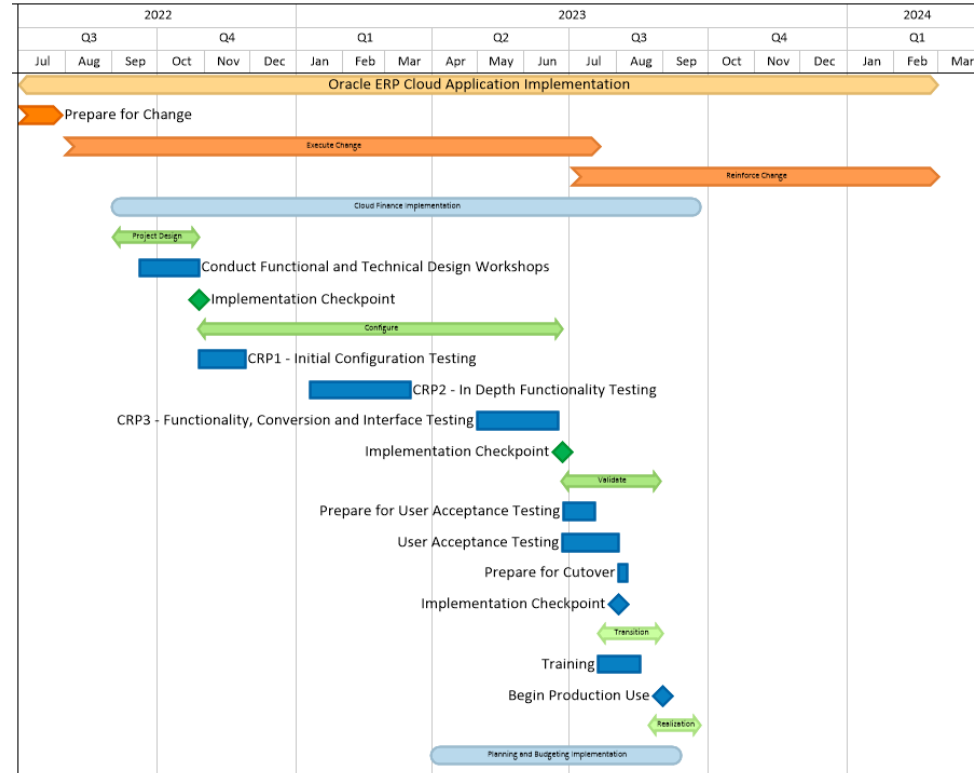
Oracle HCM/ Payroll Cloud



Finance Timeline

- Start – December 2022
- CRP1 – February 2023
- CRP2 – March/April 2023
- CRP3 – April/May 2023
- UAT – June/July 2023
- Go Live – September 2023

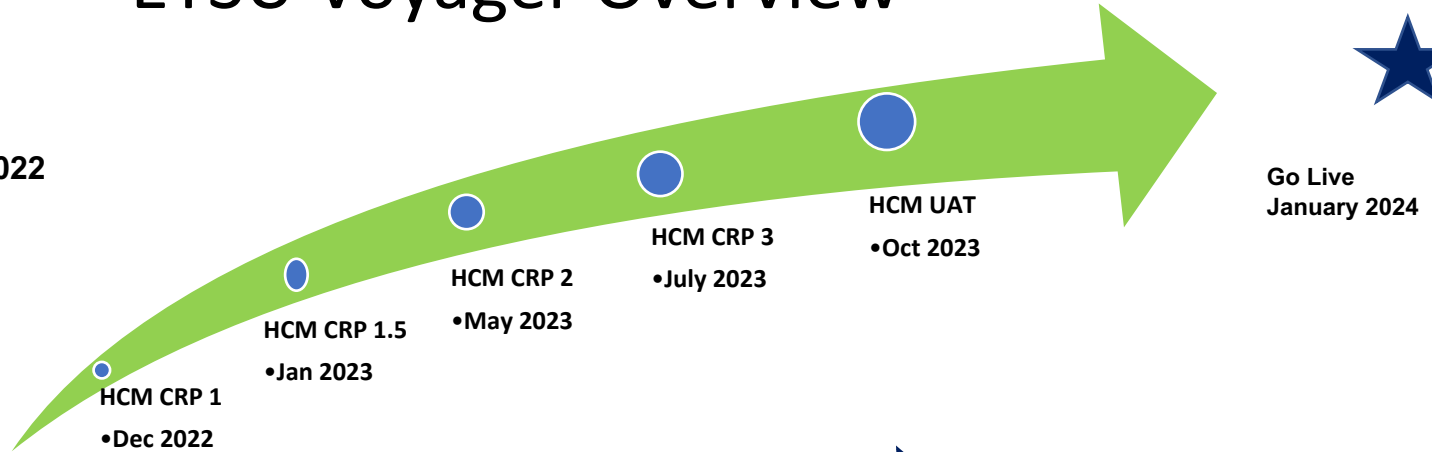
Oracle Finance Cloud



ETSU Voyager Overview

HCM Timeline

Start HCM September 2022



ERP Timeline

Start ERP December 2022

